

EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Rawena Wagner</u> <u>Ed. Ed.</u>	Position Applied for _____
Areas of Certification _____	
Name of Interviewer <u>Team B</u>	
Date of this Interview <u>3/11/04</u>	

DEFENDANT'S EXHIBIT
 FF
 CA No 04-264E

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
COMMENTS: (1) R + W - integrates each as well as in other cases. Areas - Read aloud - S St, Sci - discussion, book reports. (2) In all areas - S St, Read, Sci, H, M, Art					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: (3) C. inst. - begin right away - rules, consequences posted in room, well structured environment to reduce problems. (4) Accommodates diverse learners - guided reading, S.M. group, determined strengths - weaknesses to tailor instruction (diff. inst)					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
COMMENTS: (5) Inf - class discussion, friendly inst, teacher modeled found - self tests (6) Diff types - guided ^{and} , S.M. group, comp learning, whole class inst.					

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: (7) Wants to get Sp. Ed cert., then master, perhaps Prin. (8) Integrity - honest, sincere, Conf. what happens in the room stays in the room unless necessary for a I work - work as one, cooperatively					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ 11

☒ 16/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Becky Kelly</u>	Position Applied for <u>Early Childhood</u>
Areas of Certification <u>Diets</u>	<u>3 yrs - secondary</u>
Name of Interviewer <u>[Signature]</u>	
Date of this Interview <u>5/3/04</u>	
NJ: pull out for state LS but having trouble	

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3

COMMENTS: ① ??

② Assessment should done first. Can't effectively instruct without assessment

II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
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COMMENTS: ③ Every student high goal. work is different. habits

④ Set expectations clear - clear consequences.

III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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COMMENTS: ⑤ Pull out bigger at this time. Ch. 16. we need to understand for our student. comp. between. mixed. get it, admin. needs met every day.

⑥ Variety - Bloom's tax - end, synthesis, delivery, content, modification

⑦ Can't be used as baseline in today's world - in the workplace - it is everywhere - good knowledge of

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: ⑧ Will get masters - Act 48 & Access as well. Searching in - done - ⑨ integrity - build an honest, truthful relationship - do what you say you will do. Conf - don't share info - need to know					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS: ⑩ GIEP - pretty a halfway - ok assessment					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

22/24

23

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EMPLOYMENT INTERVIEW ANALYSIS

<div style="font-size: 1.2em; font-family: cursive;">Leslie Jensen</div>	
Name of Applicant <div style="font-size: 1.2em; font-family: cursive;">BS music</div>	Position Applied for <div style="font-size: 1.2em; font-family: cursive;">working on matters in light of</div>
Areas of Certification <div style="font-size: 1.2em; font-family: cursive;">General</div>	
Name of Interviewer <div style="font-size: 1.2em; font-family: cursive;">5/3/04</div>	
Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <div style="font-size: 1.2em; font-family: cursive;"> ① Necessary to a guide - to make sure we meet standards ② Assessment - gifts - not grades - indiv, group, i Enables you to build on strength </div>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <div style="font-size: 1.2em; font-family: cursive;"> ③ Expect high quality in general - gifts expand - how would you do this? Asked the question - didn't answer it. ④ Est. respect, student input - expectations - ownership </div>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <div style="font-size: 1.2em; font-family: cursive;"> ⑤ Bloom's taxonomy - how reach for the top. ⑥ Critical thinking, spell, research, memory of topics, leadership skill ⑦ Powerpoint - tech integrated into program. </div>					

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: <i>Beginning the Masters Program.</i> <i>(8) want to complete this.</i> <i>opt into a gifted program.</i> <i>(9) Integrity - emp for gifted kids - part of society responsible</i>					
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS: <i>Confidentiality - trust - Bob Can Confide + feel comfortable.</i> <i>Teamwork - 2 new people -</i>					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

20/11

20/24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <i>Amy Szalewicz</i>	Position Applied for <i>Elem/ Early Childhood working on Reading</i>
Areas of Certification <i>Team B</i>	
Name of Interviewer <i>3/4/04 8:00 AM</i>	
Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>checklist for Kdg at Selma. was aware of all. some gaps</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: (4) met needs of indiv					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: (3) informal & formal, observations, writing, check lists (6) prep. +, domain, using lang, multi-habit solve problem, (did not really hit robotic items)					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: ① Has been & will continue to pursue ed. 2. Integrity - Confidentially - good Team Work - working together - missed the not always agree					
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS: Very well groomed					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: ②					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 / 11

24 / 24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <i>Rolf Bazylak</i>	Position Applied for <i>Elem</i>
Areas of Certification <i>Elem Ed -</i>	
Name of Interviewer <i>Team B</i>	
Date of this Interview <i>3/11/04</i>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>1) Organization - Showed body, Intel, Writing, ongoing assessments, developed 4</i> <i>2) Long, body, Math, S-St, Sci, 14</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>3) Discipline - Control parents - partnerships 4</i> <i>Rules - developed depth assessment of student</i> <i>teacher/student/parent - high expectations for, enjoyable, interaction</i> <i>and reference to needs of kids at 1st 2nd</i> <i>4) wider array of centers, diff. including flexible grouping meet indiv. needs. 4</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>5) Assessment - informal - "breakfast", significant 4</i> <i>formal - necessary: ongoing adaptation</i> <i>6) address L style, play strengths, diff. inst., 3</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: 7) Psychologist from Allegheny, went a class - PD - 2 classes from completing M. Ed. Ed. study skills. ask for advice, admin desire.					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS: Integrity - response, action, honor, trust, conduct in prof. manner to all Conf + stay out of lockdown - abt. to form set. to (only when necessary) teamwork - essential - coop; learning from each other, best int. of children.					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

25/24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Erin Bourquin</u>	Position Applied for <u>Elem</u>
Areas of Certification <u>Elem</u>	
Name of Interviewer <u>Joan B</u>	
Date of this Interview <u>3/4/04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: (1) mentions several components, but clouds. (2) Long. hand, W, S, V, L. See, See SB, Matt, 4					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: (3) incl. good behavior, structure behavior. rules & consequences - $\sqrt{1/2}$ definite set-up. take their quality time - APH rule posted is necessary. Disabilities table support (4) all are different - LS - indiv. differences - learning situations.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: (5) processing - writing, diagnostic, ask P's. 1 on running records DLA - observation. Growth over time. format - assess what you teach, PSSA's not just paper/pencil - portfolios (6) following 20 - didn't really answer					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates	4
COMMENTS: ① must constantly progress as a learner. watches for buzzwords - research. ② Integrity. true to who you are - stand behind what you say Conf. - it's the less folks you need to maintain conf. team - working with Jell to build, grade level, Admin.					
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ /1

☒ 24/24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>James Foster</u> <u>El Ed.</u>	Position Applied for _____
Areas of Certification _____	
Name of Interviewer <u>Team B</u>	
Date of this Interview <u>3/11/04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: (1) Center. Reading, W. Writing, Reading, meaningful (2) Reading, Writing, Sci, S. St. (not math)					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
COMMENTS: (2) C. inst. - Room arrangement - boulevards - Center not distinctive, your domain (4) Learning Style assess needs + use to meet indiv needs. 3					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
COMMENTS: (5) Informal - diff types to meet needs + learn strength + weaknesses, portfolio, oral, written (6) all ch. diff - change inst. - "dial back" to alleviate fears					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: ⑦ get master's degree - make a diff in children's lives. ⑧ Integrity, honesty, values, respect themselves, be your own person. Conf - respect student personality - not discussed in fac. lounge Teamwork - can't reach goal by yourself - everyone pull together					
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

16/24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Leon J. Jaramen</u>	Position Applied for <u>Elcom Co</u>
Areas of Certification <u>Team B</u>	
Name of Interviewer <u>3/4/04</u>	
Date of this Interview <u>3/4/04</u>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: ① Organizational - groups 3 ② Direct Answer 4					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: ③ Expectations - obs, why "Direct-Und" - classroom mgmt. ④ Fairness, diff inst, indiv. needs.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: 5. obs, attending indep points, HW, in-class 6. 20-30 direct inst, groups, pattern sharing, inquiry learning - actively engaged, concept example.					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: ① Reading Specialist - ② Tenure - collaborate, planning Conf - present, alter Integrity - Proud, best you can be					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS: 3-4					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

23 /24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <i>Mark Weather</i>	Position Applied for <i>EL EL</i>
Areas of Certification <i>EL EL</i>	
Name of Interviewer <i>EL EL</i>	
Date of this Interview <i>3/11/04</i>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: ① Shared reading area - table for guided reading, word wall, comfortable on graph. Area for independent reading - 4 ② R.W.M., S.A., 2					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: ③ Child friendly, warm positive interaction, actively engaged room eliminate peer mediation, conflict resolution, at some of expected behavior. Hands on - Class room - rules posted, praise in public, discipline in private. reduction of discipline, rules, sometimes, parents, no threat, positive expectations.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: ④ Small groups, diff instruction, meeting indiv. needs. ⑤ Assessment - formal Informal - obs, small group, indiv, assess t/w, ⑥ "anything I can" - Title, Practice exams, eligible content,					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: (7) master's degree - workshops - offered - long, mind written workshop, performance writing, life long learner - (8) integrity - personal belief system based on higher std.					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits. Will share with	4
COMMENTS: Conf. not won't talk about past about all children - teamwork + Civil - we are all in this together					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

/1

23 /24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: ① KW, S, L - Chapter books - 3/4 groups - read to each other - project diff assignments - ② Last month -					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: ③ Day / good rules - stick to rules - enforce evenly 2 ④ Group work flexible - meet indiv needs - 3					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: ⑤ Find - test, quizzes, portfolios. Informed - ⑥ variety - concrete, even abstractions - variety of literature, genres, choose appropriate books					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: ① Admin. crit. ② Integrity - has you conduct yourself - honest - Conf. - desire as a need to know how to respect what people believe to think - work with peers, help other employees					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS: grammar We never seem "they have" went "very well"					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 / 1

29 / 24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <i>Danell Morris</i>	Position Applied for <i>Elem Ed.</i>
Areas of Certification <i>Math</i>	
Name of Interviewer <i>Jean B</i>	
Date of this Interview <i>Mar 19</i>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: ① R, W, L, S - <i>hand</i> using variety of lessons - <i>papers</i> many leveled books, word walls, worksheets, student led topics ② written for all - R, W, M, S Sp, Sci, had in lesson plans, <i>manuscripts - Sci</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: ③ Disc - develop rules with student - posted - with consequences reprimand classroom, model good learning 3 ④ assess 1st - level - learn needs - mini lesson 1 on 1 with st - track their progress. 4					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: ⑤ Informal, Vlat, 2 words, informal, variety needed - <i>hand</i> - PSSA, DW, Son - <i>where the are</i> 4 ⑥ Danette - workshop, bal listening, student centered, doing experimentation 3					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: ① Continue to learn - want master - involving learning - PD to meet need of students ② integrity - honesty, strong in beliefs, high moral ethics conf - respect of pt privacy mentioned HIPPA - having a 30 min - flexibility working together - enthusiastic - feel confident					
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

29/24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <i>Maxine Porter</i>	Position Applied for <i>Elem</i>
Areas of Certification <i>Elem + Early Childhood</i>	
Name of Interviewer <i>Jean B.</i>	
Date of this Interview <i>3/4/04</i>	

	1	2	3	4	RATING
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
COMMENTS: ① Reading, writing, SSR, color coded, pre-reading, centers, 2 listening centers. ② math, Letters, Health & Sci, 2					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
COMMENTS: ③ Centers visible "Deep where you could see lounge" 2 opening activities - budget colors, behavior mgt. goals - parent involvement. (1st one to say that) come with parents - journal writing ④ MT - provide diff materials, experiments, salt trays, centers, 3					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
COMMENTS: ⑤ Informal portfolio, progress over time, writing to a prompt Final - report cards; ⑥ Spelling, repetition 1					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: 7. Maslow's - Perhaps Ap. ID. 8. Bunker - sharing ideas, even better. Conf. - don't remember - not to be members, no lunch room talk. Intellig. - give it your all - above & beyond.					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	2
COMMENTS: Grammar poor					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

/1

14 /24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Lori Carr</u>	Position Applied for <u>Elem Ed. min Sp in Elem</u>
Areas of Certification <u>Team B</u>	
Name of Interviewer <u>3/19</u>	
Date of this Interview <u>3/19</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: ① Imports R.W.L. - performance tasks - groups, webbing, free writing, challenges, cond wall, charting & charts, road closed, indep reading, conf. A reader. ② Reading & math, Sci S. St, written for a lot - appeared ?					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: ③ Disc - other positive - for 9 weeks, approach at beginning of year - design rules, student input, positive models. ④ read IEP's to meet needs. different, meet indiv needs - gifted as well - activity designs					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: ⑤ Informal - web on board to assess prior knowledge KWL - bell ringers, sample problem, formal - test for grade - end of unit - std or not report, project construct. ⑥ facilitate of info, engage in learning, hands-on (manip) practice - perf tasks, open ended question, practice					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: ⑦ PD "I haven't went <u>back</u> to school Strengthen area in which I have a job. ⑧ Integrity - value, worth - best I can do. Conf - Can't talk about student outside of classroom (principal's lounge) Demos - need to accomplish task - all in same page - use back other resources					
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

33/24


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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Cheryl Krack Kowalski</u>	Position Applied for <u>Elem.</u>
Areas of Certification <u>Elem.</u>	
Name of Interviewer <u>Team B.</u>	
Date of this Interview <u>4/11/04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>Model - SSR, Read Aloud, Shared Reading (big books), Booked 3</u> <u>Reading - sm gr. for abstracter, Independent Reading - Accelerated Reader,</u> <u>For Long - R, W, S, L, math, Sci & Tech, Writing Day</u> 4					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <u>3) Dislike - plan in activities - Common with student, relationship</u> <u>positive feedback, 3</u> <u>4) Eg. learning - 2 styles, "Way of Life" - make diff steps - take diff road.</u> 3					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>7) Ref - from next page -</u> <u>Continue progress - in Ex. Technology.</u> 41 <u>8) Biology - missed this one.</u> <u>Conf - on a need to know basis</u> 3					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: <i>5) And set - hands on activities - informal assessment, performance with qualitative assessment.</i> <i>6) didn't know sth - note body, clear expectations,</i>					
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS: 					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>Good questions -</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☒ /1

☐ 22 /24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <i>Jennifer Stefaniucci</i>	Position Applied for <i>Kdy - EE</i>
Areas of Certification <i>EC - elem.</i>	
Name of Interviewer <i>Spann</i>	
Date of this Interview <i>7/24/04</i>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Read aloud, Read aloud 3</i> <i>Study 4</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Discussion not - Kdy children? 3</i> <i>Equitable?</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Use variety 3</i> <i>methods of instruction 2</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: <i>Prof. - mostly integrity - honesty, goals, confidentiality - NIPPA - don't embrace teamwork professionalism</i>					
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>good choice - 2nd with lesson unit</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

20/1

124

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